



Aspect of Independence	R. Widyo Pramono*	Ardan Adiperdana*	M. Chatib Basri	Kartika Wirjoatmodjo*	Makmur Keliat*	Robertus Bilitea*	An-drinof A. Chaniago	Rion-ald Silaban	Mo-hamad Nasir	Arif Budim-anta	Indri K. Hi-dayat	Steven A. Yudi-yantho
Not having a relationship oh shares-holding in the company	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Has no family relationship with the Board of Commissioners, Board of Directors, and/or fellow members of the Remuneration and Nomination Committee	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Not serving as administrator of political parties and government officials	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

*Finished the service as the Remuneration and Nomination Committee

Meeting of Remuneration and Nomination Committee

The provisions of the Remuneration and Nomination Committee meeting set forth in the Remuneration and Nomination Committee Charter are as follows:

1. The Remuneration and Nomination Committee holds regular meetings at least 1 (one) time in 4 (four) months.
2. Remuneration and Nomination Committee meetings can only be held if attended by at least 51% (fifty one percent) of the total committee members including 1 (one) Independent Commissioner who is a Remuneration and Nomination Committee and 1 (one) Executive Officer in charge of the Human Resources function or 1 (one) employee representative.
3. Decisions of the Remuneration and Nomination Committee meetings are taken based on deliberation to reach consensus.
4. In the case that consensus agreement does not occur, the decision is made based on majority votes.
5. The meeting shall be chaired by the Chairperson of the Remuneration and Nomination Committee or a member who is appointed in writing, if the Chairperson of the Remuneration and Nomination Committee is unable to attend.
6. In the time that a Committee Member for whatever reason is unable to attend, the presence of the Committee Member may be represented by other Committee Members based on a power of attorney.
7. Committee members can only represent one other Committee member.
8. Each Remuneration and Nomination Committee meeting is outlined in the minutes of the meeting, including when there are differences of opinion, which are signed by all members of the Committee present and submitted to the Board of Commissioners.
9. Committee Members from Independent Parties or other parties appointed by the Chair of the Committee will act as secretaries in charge of recording and making minutes of Committee Meetings.
10. Meetings can be held not physically, but through teleconference media or other media facilities that allow all Committee Meeting participants to see and hear each other directly and participate in meetings.

Agenda for Meeting of the Remuneration and Nomination Committee

During 2020, 17 (seventeen) Remuneration and Nomination Committee Meetings were held with the following agenda:

The Remuneration and Nomination Committee Meeting Agenda Table

No.	Date of Meeting	Meeting Agenda	Meeting Participant	Presence Qourum (%)
1.	February 4, 2020	Proposig Nomination of the Board of Directors for the 2019 Annual GMS.	R. Widyo Pramono Kartika Wirjoatmodjo Makmur Keliat Ardan Adiperdana Robertus Bilitea Indri K. Hidayat Steven A. Yudiyantho	100%



No.	Date of Meeting	Meeting Agenda	Meeting Participant	Presence Qourum (%)
2.	February 19, 2020	Presenting Proposals for Candidates for Commissioners and Directors of Bank Mandiri at the Annual GMS for the 2019 Financial Year.	Makmur Keliat Ardan Adiperdana Indri K. Hidayat Steven A. Yudiyantho	100%
3.	February 24, 2020	1. Interviewing for Candidates for Corporate Secretary Candidates. 2. Discussing on 2020 Remuneration and 2019 Performance Tantiem.	Ardan Adiperdana M. Chatib Basri Andrinof A. Chaniago Rionald Silaban Indri K. Hidayat Steven A. Yudiyantho	100%
4.	March 26, 2020	Interviewing with Candidates for the Management of Subsidiaries.	Ardan Adiperdana M. Chatib Basri Andrinof A. Chaniago Rionald Silaban Indri K. Hidayat Steven A. Yudiyantho	100%
5.	April 23, 2020	Conducting Talent Classification Meeting for Bank Mandiri Top Talent Proposals (BOD and BOD-1).	Ardan Adiperdana M. Chatib Basri Andrinof A. Chaniago Rionald Silaban Indri K. Hidayat Steven A. Yudiyantho	100%
6.	April 27, 2020	Conducting Talent Classification Meeting for Bank Mandiri Top Talent Proposals (BOD and BOD-1).	Ardan Adiperdana M. Chatib Basri Andrinof A. Chaniago Rionald Silaban Indri K. Hidayat Steven A. Yudiyantho	100%
7.	May 13, 2020	Interviewing Candidates for the Management of Subsidiaries.	Ardan Adiperdana M. Chatib Basri Andrinof A. Chaniago Rionald Silaban Indri K. Hidayat Steven A. Yudiyantho	100%
8.	June 11, 2020	Proposing Revision of the Remuneration and Nomination Committee Charter.	Ardan Adiperdana M. Chatib Basri Andrinof A. Chaniago Rionald Silaban Indri K. Hidayat Steven A. Yudiyantho	100%
9.	July 9, 2020	1. Giving Recommendation and Approval of the Subsidiary's Management. 2. Proposing Adjustments to Bank Mandiri's Organizational Structure.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%
10.	August 6, 2020	Presentating the Proposal and Approval of the Management of the Subsidiary.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%
11.	Augustus 12, 2020	Conducting Discussion on the Number and Nomination of the Board of Directors of Bank Mandiri and Adjustments to the Organizational Structure.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%



No.	Date of Meeting	Meeting Agenda	Meeting Participant	Presence Qourum (%)
12.	Agustus 25, 2020	1. Giving Recommendation and Approval of the Subsidiary's Management. 2. Making Proposal to Align the Organizational Structure of the Directorate of Institutional Relations. 3. Proposing Organizational Structure for Bank Mandiri.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%
13.	October 7, 2020	Proposing Nomination for Bank Mandiri Director Candidates.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%
14.	October 14, 2020	Having Discussion on the Nomination Recommendations for Candidates for the Board of Directors of Bank Mandiri.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%
15.	October 21, 2020	Presenting Proposals from the Bank Mandiri Management at the Extraordinary General Meeting of Shareholders on October 21, 2020.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%
16.	November 6, 2020	1. Proposing Alignment of the Post-EGMS on October 21, 2020. 2. Proposing for Approval of Dismissal and Appointment of Corporate Secretary.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%
17.	December 3, 2020	1. Giving Recommendation and Approval of the Subsidiary's Management 2. Giving Contract Extension of Audit Committee Members and Independent Parties.	M. Chatib Basri Andrinof A. Chaniago Mohamad Nasir Rionald Silaban Arif Budimanta Indri K. Hidayat Steven A. Yudiyantho	100%

Frequency and Attendance of the Remuneration and Nomination Committee Meeting

During 2020, the frequency and attendance level of each member of the Remuneration and Nomination Committee at meetings are as follows.

Table of Frequency and Attendance of Remuneration and Nomination Committee Meeting

Name	Position	Period	Number of Meeting	Number of Presence	Percentage
R. Widyo Pramono	Chairman concurrently member	January 1 – February 18, 2020	1	1	100%
Ardan Adiperdana	Member	January 1 – February 18, 2020	9	9	100%
	Chairman concurrently member	February 19 – July 8, 2020			
M. Chatib Basri	Member	February 19 – July 8, 2020	15	15	100%
	Chairman concurrently member	July 9 – December 31, 2020			
Kartika Wirjoatmodjo	Member	January 1 – February 18, 2020	1	1	100%



Name	Position	Period	Number of Meeting	Number of Presence	Percentage
Makmur Keliat	Member	January 1 – February 19, 2020	2	2	100%
Robertus Bilita	Member	January 1– February 11, 2020	1	1	100%
Andrinof A. Chaniago	Member	February 25 – December 31, 2020	15	15	100%
Rionald Silaban	Member	February 25 – December 31, 2020	15	15	100%
Mohamad Nasir	Member	July 9 – December 31, 2020	8	8	100%
Arif Budimanta	Member	July 9 – December 31, 2020	8	8	100%
Indri K. Hidayat	Member	January 1 – December 31, 2020	17	17	100%
Steven A. Yudiyantho	Secretary concurrently Ex-Officio Member	January 1 – December 31, 2020	17	17	100%

The Key Performance Indicators Achievement of the Remuneration and Nomination Committee

The achievements of the KPI of the Remuneration and Nomination Committee during 2020 could be seen from the realization of the work plan, the quality of the recommendations that have been compiled, and the quality of communication that has been made both with the Board of Commissioners, Directors, and Heads of related Work Units.

In general, all Committee work programs as stated in the 2020 Remuneration and Nomination Committee Work Plan had been well realized. In addition, all recommendations of the Remuneration and Nomination Committee had been accepted by the Board of Commissioners and had been taken into consideration in the decision-making process on the proposals submitted by the Board

of Directors. As for the communication aspect, during 2020 good and intense communication had been established to discuss issues at Bank Mandiri and the progress of the follow-up resolutions made by the Board of Directors.

Remuneration of the Remuneration and Nomination Committee

Remuneration of the Remuneration and Nomination Committee originating from Non-Commissioner Independent parties is regulated in the Decree of the Board of Commissioners No. KEP. KOM/008/2019 dated 30 April 2019 concerning Remuneration of Supporting Organs of the Board of Commissioners of PT Bank Mandiri (Persero) Tbk. and regulated in the Letter of Assignment concerned as a member of the Committee under the Board of Commissioners issued by Bank Mandiri.

No.	Description	Non-Commissioner Committee Member
1.	Salary/Honorarium	A maximum of 20% of the Salary of the President Director
2.	Composition Benefits	Not given
3.	Holiday allowance	In accordance with the provisions of Bank Mandiri employees
4.	Bonuses/Tantiems	Not given
5.	Amenities	
	a. Transportation Allowance	Not given
	b. Health	Not given
	c. Business trip	In accordance with Bank Mandiri employee requirements/equivalent to Group Head

Brief Report on the Implementation of the Remuneration and Nomination Committee of 2020

In 2020, as the duties and functions of the Remuneration and Nomination Committee listed in the Bank Mandiri Remuneration and Nomination Committee Charter, the Remuneration and Nomination Committee has provided recommendations/proposals for candidates who qualify as Members of the Board of Commissioners and Directors of Bank Mandiri to the Board of Commissioners to be submitted to AGM. The proposal was obtained through a series of processes carried out by the Remuneration and Nomination Committee covering the preparation of policies, criteria and qualifications needed in the process of nominating prospective members of the Board of Commissioners and Directors in accordance with the Company's strategic plan. The Remuneration and Nomination Committee also helps the Board of Commissioners obtain and analyze the data of prospective Directors from the talent pool of officials one level below the Directors and identify candidates for the Board of Commissioners who meet the requirements.

In addition to the nomination system, the Remuneration and Nomination Committee has also assisted the Board of Commissioners in proposing an appropriate remuneration system for the Directors and Board of Commissioners of Bank Mandiri in the form of a payroll/honorarium system, facilities/benefits, bonuses, and so on for 2020.